1-20-2011

13th meeting of the 2010-2011 AY

Committee on Governance, Worcester Polytechnic Institute

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The Committee on Governance (COG) held its 13th meeting of the 2010-2011 academic year on Thursday, January 20, 2011 in the Chairman’s Room in the Campus Center.
Guest: Tracy Hassett VP Human Resources

1. Prof. Billiar called the meeting to order at 1:33 PM.
2. The minutes of January 13, 2011 (meeting #12, AY 2010-2011) were approved with minor corrections.
3. Provost Overstrom and VP Hassett led the discussion on the need to develop a sexual harassment policy as it relates to Faculty. WPI is required by law to have a sexual harassment policy. Several years ago sexual harassment policies were implemented for students and employees. All employees including Faculty are covered by that policy. There is a conflict between the employee policy and procedures appearing in the Faculty Handbook that needs to be resolved. VP Hassett stated that ideally WPI would have a common sexual harassment policy with different procedures for students, faculty and employees. She stated that the draft version of the sexual harassment policy that had been previously distributed to COG was no longer under consideration. She distributed the current policy (http://www.wpi.edu/Admin/HR/BenMan/harassment.html). COG was in general agreement of decoupling the policy from the procedures and that it would therefore be necessary to develop the procedures for Faculty. COG is more familiar with the issue and new procedures would require changes in the Faculty Handbook. After some discussion it was agreed that COG should develop a draft of these procedures. COG would benefit from legal advice during the process.
4. COG decided to postpone considering potential Research Misconduct and General Misconduct policies until work on the Sexual Harassment Policy is completed.
5. Provost Overstrom noted that he had forwarded a memo from the Department Heads on NTT titles. COG noted that statement being developed by Provost Overstrom and Secretary of Faculty Richman regarding the relationship between tenure track and non-tenure track faculty needs to be concluded before the issue of NTT titles is addressed.
6. The meeting was adjourned at 2:30 PM.

Respectfully submitted,
Allen H. Hoffman
Secretary